

EXHIBIT

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Governor John Kasich

May 18, 2017

Kimberly Hill  
19 Hawthorn St.  
Dayton, OH 45402

Chief Richard Biehl  
City of Dayton, Police Department  
335 W. 3<sup>rd</sup> St.  
Dayton, OH 45402

**OHIO  
CIVIL RIGHTS  
COMMISSION**

G. Michael Payton  
*Executive Director*

**Commissioners**  
Leonard Hubert, *Chairman*  
Lori Barreras  
Juan P. Cespedes  
William W. Patmon, III  
Madhu Singh

**LETTER OF DETERMINATION  
UPON RECONSIDERATION**  
Kimberly A. Hill v City of Dayton, Police Department  
DAY 76(25715)05262016; 22A 2016 01977C

**SUMMARY OF ALLEGATIONS:**

Charging Party filed a charge of discrimination with the Ohio Civil Rights Commission alleging that Respondent engaged in an unlawful discriminatory practice. All jurisdictional requirements for filing a charge have been met.

After receiving the charge, the Commission conducted an investigation into Charging Party's allegation against Respondent. During its investigation, the Commission gathered relevant information. Based upon its investigation, the Commission found no information or records that would raise an inference that Respondent unlawfully discriminated against Charging Party on the basis of her race or in retaliation for engaging in a protected activity. As a result, the Commission entered into its records a finding of No Probable Cause.

After the finding of No Probable Cause, Charging Party applied for reconsideration of the Commission's decision. The Commission granted Charging Party's application, and has conducted a reconsideration of its original No Probable Cause decision.

**FINDING OF FACT:**

Upon reconsideration, the Commission re-examined the information gathered during its original investigation and reviewed additional information provided by the parties. After reconsideration, the Commission finds that there was enough information to show Charging Party was subjected to discrimination based on her membership in a protected class(es).

**DECISION**

The Ohio Civil Rights Commission determines that it is **PROBABLE** that Respondent engaged in unlawful discriminatory practices under Ohio Revised Code Section 4112. The Commission hereby orders that this matter be scheduled for **CONCILIATION**.

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Kimberly A. Hill v City of Dayton, Police Department  
DAY 76(25715)05262016; 22A 2016 01977C  
Page: 2

FOR THE COMMISSION,



Vera F. Boggs  
Regional Director

cc: Charging Party Representative:  
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Walton + Brown LLP  
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Respondent Representative:  
Leonard J. Bazelak  
Department of Law, Civil Division  
City of Dayton  
101 West Third Street  
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